

# H. S. C. at STONY BROOK



## NEW EXECUTIVE BOARD

**President** James Hartnett  
Dept. of Pathology  
689-833 ext. 2231

**Vice Pres. (Academic)** Rose Richmond  
School of Nursing  
6-2170

**Vice Pres.** Richard Blakeslee  
Restorative Dentistry  
6-2520, 2521

**Treasurer** Ray Woznick  
Comput. Svcs./Dental  
6-2601

**Grievance Chairman (Acting) (Professional)** James Hartnett  
Dept. of Pathology  
689-8333 ext. 2231

**Grievance Co-Chairman (Academic)** Leonard Andors  
Dept. of Dental Med.  
6-2387

### Academic Delegates

Ora Bouey School of Nursing  
6-2477

Jeanne Galbraith Biomedical Library  
6-2515

Pat O'Neill School of Nursing  
6-2292

### Professional Delegates

James Hartnett Dept. of Pathology

Mary Dickinson Schl. of Dental Med.  
6-2804

Muriel Regan School of Medicine  
6-2080

### Alternate Delegates

Richard Blakeslee Schl. of Dental Med.  
Dawn Hopkins University Hospital  
Marion Lewis School of Nursing  
Joan Coffey School of Medicine

### RE GRIEVANCE PROCEDURE

*"...A member of a labor union, seeking advice as to rights under a labor agreement, would do well to either check, or at least double-check, with the labor organization."*

This cryptic message was delivered by an arbitrator who denied a grievance filed by a UUP member who had failed to follow the advice.

THE ENTIRE GRIEVANCE PROCEDURE IS DISCUSSED IN ARTICLE 7 OF THE AGREEMENT BETWEEN THE STATE OF NEW YORK AND UNITED UNIVERSITY PROFESSIONS. IF YOU DO NOT HAVE A COPY OF THIS AGREEMENT, PLEASE CONTACT US, AND WE WILL BE HAPPY TO GET ONE TO YOU.



## REPORT OF DELEGATE ASSEMBLY

May 9 - 10, 1980

The Spring Delegate Assembly met at the Americana Inn in Albany during the weekend of May 9-10. It was the largest (and longest) Delegate Assembly ever to be convened, having 185 delegates representing all 32 chapters of UUP in the State University.

Although there was a long agenda placed before the delegates, many issues never reached the floor due to the time-consuming process of elections to the Executive Board. Seven positions were to be filled and there was a close election in almost every case. A difference of 4 votes would have changed the outcome of five of the positions elected. Three officer positions were filled in addition to the requirements for meeting academic and professional ratios and type of chapter requirements.

Charles Hansen from the Stony Brook main campus chapter was elected Vice President for Professionals, and Paul Lauter of Old Westbury was elected to the position of Vice President for Academics. The delegates re-elected Joseph Drew as the Treasurer before electing Henry DiStefano from Upstate Medical Center as the representative of Health Sciences Centers, and Diane Ciminelli from Cobleskill as the representative from two-year colleges. In order to meet the constitutional requirements for the academic/professional ratios, Nuala Drescher was elected as an academic member of the Executive Board, and John Leddy and Lew Ferco were elected as professional members.

On Friday evening the delegates heard a special presentation by NYSUT Chief Counsel Bernard Ashe on the case of the National Labor Relations Board vs Yeshiva University. Although Yeshiva is a private university, the decision of the Supreme Court that the full-time faculty members at Yeshiva are not covered by the National Labor Relations Act but are, in fact, managerial employees who are thus excluded from collective bargaining, has a potentially great impact on all academic

unions including the United University Professors. It was a thought-provoking session in which many delegates rose to ask questions of Mr. Ashe.

The Health Sciences Center Chapter was represented at the Delegate Assembly by President James Hartnett, professional staff members Richard Blakeslee and Muriel Regan, and academics Marion Lewis, Ora Bouey and Jean Galbraith.

### DEPARTMENT REPRESENTATIVES

This is a strategic job and needs doing! As a matter of fact, it can be equated to the "nub" of the Chapter.

Each representative is on the "inside track", so to speak, regarding the workings and peculiarities of his/her department. Each department, in turn, forms the pattern, and information disseminated through use of this mechanism will create a cohesive chapter hard to beat.

So far, the following people have responded to help in this area:

#### HSC

	<u>Dept./Div.</u>
Coffey, Joan	Radiology
Forkin, Ann	Cb/Gyn
Jonas, Steven	Commun.& Prevent.Med.
Holmes, Patricia	Medicine
Matkovich, Tony	Anesthesiology
Scher, Sheldon	Lab.Animal Resources
Stephenson, Mavis	Transplant.Surg.
Vaccarelli, Vincent	Media Svcs./Photog.

#### Hospital

Fischer, Bernard	Pharmacy
Frassetto, Dorothy	Commun.Rel.
Grounds, Elizabeth	Respir.Therapy
Hanke, Mary Kay	Dietary
Maloney, Eva	Med.Care/Records
Malsheimer, John H.	Cent.Sterile Supply
Rosenthal, Evelyn	Ambulatory Care Lab
Skinner, Robert	Pathology

As you can see, we have a long way to go as there are many departments/divisions



THANK YOU

we have not yet reached. If you have knowledge of someone who would like to join in this effort, please contact James Hartnett, HSC Chapter President, at 689-8333, Ext.2231, or Richard Baron, UUP Field Representative, at 273-8822. This Chapter now has an office in the Health Sciences Center on Level 4, Room 131.

To all those concerned people who gave of their time to take part in the SAVE SUNY effort coordinated by UUP and SASU (Student Association of the State University), we wish to give our grateful thanks. It was due to your participation in lobbying by means of personal visits and through letters that Governor Hugh Carey signed the bill which had been overwhelmingly passed in the Legislature restoring \$22.3 million to SUNY. UUP is now a recognized force in the halls of the Albany Legislature, a power that must continue to grow.

#### PERFORMANCE PROGRAM

"The Performance Program is the document which forms the basis for the annual evaluation of a professional employee. It should include a discussion of specific duties and responsibilities, objectives, and evaluative criteria applicable to a particular position for a specific evaluative period. As you know, the performance program can, and should when appropriate, be modified and updated by the immediate supervisor in discussion with the professional employee.

To rely on the "related function" language in the performance program context introduces into the evaluation process an unnecessary vagueness and ambiguity which could, in certain circumstances, work to the disadvantage of the employee being evaluated. This situation can be avoided by simply modifying the performance program to refer in more detail to duties heretofore referenced, but not specified, in the job description and/or performance program should it be anticipated that these duties will become a significant element in the evaluation process."

- Mike Kimberly, Counsel,  
Central Administration.

Since Performance Programs are up for review, any Professional who finds the words, or variations thereof, "and other related duties," should contact James Hartnett, President UUP/HSC Chapter, immediately. Such wording is unlawful.

#### PROFESSIONALS

"Professionals" is the new title for the members of our bargaining unit formerly called NTPs or Non-Teaching Professionals. The Winter Delegate Assembly was the scene of a heated debate over the issue of this category title. Proponents of the title change pointed out that some Professionals do teach. Also, as an academic delegate indicated, it was demeaning to define our colleagues with a negative term rather than a positive one.

#### AGENCY FEE

The Agency Fee does not insure membership in UUP. This fee is mandated by New York State law to support the Union which is required to represent all constituents in the State University. It provides for travel to and conduct of business meetings, negotiations of the contract, workshops, legal fees and consultants, and benefits such as group insurance. It basically provides the income of the Union.

#### MONTHLY CALENDAR

GENERAL MEMBERSHIP MEETING  
Lecture Hall 3, Level 2

Tuesday, June 10, 1980 @ 12:30 p.m.

OR

Wednesday, June 11, 1980 @ 5:00 p.m.

Election of Secretary



SHORT SHORTS!

We would like to remind all members that the UUP has on reserve in the HSC Library the following:

- 1) A list of all dentists in the Greater New York area who participate in the GHI Dental Plan;
- 2) A job posting book with all listings as we receive them from Personnel.

Under Article 13 of the Contract, the Union is entitled to post notices of its activities and matters of concern on one bulletin board in each department at a college. The following is a list of Departments and bulletin board locations in the Health Sciences Center only. If you do not find your department listed or the bulletin board in question, contact Jim Hartnett, Chapter President, or Richard Baron, UUP Rep.

School of Medicine

Dean's Office	L-4, outside Room 197
Anesthesiology	HOS.L-4, Hallway outside Room 560
Commun. & Prevent. Medicine	L-4, outside Room 71
Family Medicine	L-4, Room 56
Hematology	T-15, Room 40
Immunology	T-16, Room 40
Medicine	T-16, Board near Elevator Core
Nephrology	T-15, Room 20
Neurology	T-12, Room 20
Orthopaedics	T-18, Room 26 (Coffee Room)
Psychiatry	T-10, Large Hallway leading from Elevator Core to Rms.20/40
Pulmonary Disease	T-17, Room 40 and Elevator Core

Radiology	L-4, Room 147
Surgery	T-19, Room 204

Basic Health

Anatomical Sciences	Opposite Room 1434, Laboratory Office Building
Microbiology	L-2, Graduate Biology Bldg. adjacent to elevators
Pathology	T-9, opposite Elevators
Pharmacological Sciences	T-8, Room 140
Physiology and Biophysics	L-6, Room 140, outside departmental office

<u>Allied Health</u>	L-2, Room 51
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<u>Social Welfare</u>	L-2, Room 93
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<u>Dental Medicine</u>	Building J, Main Corridor
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<u>HSC Library</u>	L-3, Room 135
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<u>Media Services</u>	L-3, Room 71
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<u>Student Services</u>	L-5, Room 45
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<u>Div. of Lab. Animal Resourc.</u>	L-1, outside Room 223
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<u>Nursing</u>	L-2, outside Room 205
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Information: The Experimental Tuition Program took affect this Spring. You are entitled to one course a semester on a space available basis. The program is there for your benefit.

If you have any questions, contact your Department Rep, or the Chapter Rep, Mr. Richard Baron.



WHEN'S THE NEXT RAISE?

The complicated salary package contained in the current contract is about to rear its very intricate and confusing head. Since many people are (very understandably) concerned about their salaries, we will attempt a full description of the actual situation. For clarity, we discuss twelve month and academic year employees separately. The process is the same, but the dates differ by two months.

Twelve Month Employees

Academic Year Employees

July 1, 1980 - No change in paycheck but you start accumulating IOU's from the State. The IOU's are from 3.5% to 7% depending on the inflation rate. The actual amount is 3.5% plus a Cost Of Living Adjustment (COLA) - see below for how to calculate the COLA.

September 1, 1980 - No change in paycheck but you start accumulating IOU's from the State. The IOU's are from 3.5% to 7% depending on the inflation rate. The actual amount is 3.5% plus a Cost of Living Adjustment (COLA) - see below for how to calculate COLA.

January 1, 1981 - Paycheck increases by 3.5%. IOU's now accumulate only for the COLA.

March 1, 1981 - Paycheck increases by 3.5%. IOU's now accumulate only for the COLA.

July 1, 1981 - Paycheck increases by COLA. This is the new base retroactive to July 1, 1980. All IOU's are paid off in one of the regular paychecks (by September 30, 1981).

September 1, 1981 - Paycheck increases by COLA. This is the new base retroactive to September 1, 1980. All IOU's are paid off in one of the regular paychecks (by November 30, 1981). The above raises are applicable only to persons employed prior to June 30, 1980. Persons hired after that date will not receive a raise during the contract year. See below for a diagram and "merit" money.

The above raises are applicable only to persons employed on June 30, 1980. Persons hired after that date will not receive a raise during the contract year. See below for a diagram and "merit" money.

Cost of Living Adjustment

a) For the Cost-of-Living Index we use the "United States All Cities, Urban Wage Earners and Clerical Workers Revised Index" for the period January 1, 1980 to January 1, 1981.

b) If the index is 9% or more, the COLA is 3.5%.

c) If the index is 4.5% or less, the COLA is 0%.

d) If the index is between 4.5% and 9%, the COLA is calculated proportionately.

--Dennis Martin

NEW BASE

3.5% IOU's	3.5% In Paycheck	IOU's Paid Here
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(12 Month)

BASE		
July 1	Jan 1	July 1 (Academic Year)
Sept 1	Mar 1	Sept 1
1980	1981	1981

Case Where Inflation Rate is 4.5% or Less

NEW BASE

3.5 COLA IOU's	3.5 COLA IOU's	IOU's Paid Here
3.5% IOU's	3.5% In Paycheck	

(12 Month)

BASE		
July 1	Jan 1	July 1 (Academic Year)
Sept 1	Mar 1	Sept 1
1980	1981	1981

Case Where Inflation Rate is 9% or More



**Stony Brook**



**JOIN NOW**

Return to Jim Hartnett, President  
 ..... Health Science Center .....

**UUP MEMBERSHIP APPLICATION**

UUP is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT).  
 UUP members are entitled to all benefits offered by NYSUT and AFT.

**Payroll Deduction Authority for UUP Membership**

**TO THE COMPTROLLER OF THE STATE OF NEW YORK**

I am a member of or apply herewith for membership in United University Professions, Inc. of the State University of New York, and  
**HEREBY AUTHORIZE YOU** to deduct from my salary and to pay over to United University Professions, Inc. on a biweekly basis the amount of \$\_\_\_\_\_ to pay for my dues in said organization.

Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize the United University Professions, Inc. to act as my exclusive representative for the purposes of collective bargaining and in the administration of grievances. I understand that this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

Last Name	First Name	Initial	Position Title	Social Security No.
Street Address	City	State	Zip	Line No. Campus Department
Signature	Date			

(Fold Here)

**LIFE INSURANCE BENEFICIARY CARD**

**UNITED UNIVERSITY PROFESSIONS GROUP LIFE INSURANCE PROGRAM**

MALE  
 FEMALE

FULL NAME OF MEMBER (LAST NAME FIRST)	DATE OF BIRTH	SOCIAL SECURITY NO.
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FULL NAME OF BENEFICIARY (LAST NAME FIRST)	MEMBER'S CAMPUS	RELATIONSHIP
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SIGNATURE	DATE
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ADDRESS

CITY	STATE	ZIP CODE
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